

**City of Alexandria, Virginia
FY 2024 Proposed Operating Budget & CIP
Budget Questions & Answers**

April 21, 2023

Question: How much funding would be required to increase the citywide language stipend to the DCHS pilot amount?

Response:

The language stipend program is currently funded with \$300,000 in contingency, managed by the Department of Human Resources, the City Manager's Office, and the Office of Communications and Public Information. Funding covers the following costs:

- \$55 language proficiency test for employees wishing to qualify
- \$0.50 per hour worked for qualifying employees¹

Current funding levels provide for approximately 290 employees to test for and receive the stipend for a full calendar year.² Assuming no additional employees applied for the program, increasing the stipend to the pilot's \$1.15 per hour would require an additional \$370,000, for total funding of \$670,000.³

¹ This does not include holidays, PTO, etc. Estimates are based on assumption of 1960 hours worked annually.

² Enrollment numbers are not yet available for the City-wide program, but this amounts to roughly 12% of City employees. Approximately 14% of DCHS employees participated in the pilot, but staff expect this will be a higher than the City-wide participation rate given the pilot's initial lack of a testing requirement and changes in program design following the pilot.

³ $290 \times 1960 \times \$0.65 = \$370,000$